THE SOCIO-ECONOMIC CONDITION OF WORKERS IN UNORGANISED SECTOR: A SOCIOLOGICAL STUDY (WITH SPECIAL REFERENCE TO ALIGARH DISTRICT OF WESTERN UTTAR PRADESH)

A
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Introduction:

In the present era of 21st century, when the development of any nation is determined by its industrial achievements and production capacity, labour is a major factor in the field of production and its role cannot be under estimated. But, it is beyond doubt that there are many problems related with workers in factories or in agricultural pursuits and the intensity of these issues have been aggravated with the economic advancements and changes in social thinking.Earlier when our society was agro based and there were only small scale industries, workers were not facing major problems. The reason was that the worker was the owner of his labour as well as the products. But, in due course of time, when our society was transformed from agro based to industry based, many problems arose with all its dimensions. These problems were not only confined to capitalistic society but also in controlled or socialistic society. The root of all problems was inherited from the notion of exploitation of worker in every sense.

Views of Karl Marx: Karl Marx of Germany had a broader and more scientific definition of exploitation in terms of the forced appropriation of the unpaid labour of workers. Under this definition, all working-class people are exploited class.Marx argued that the ultimate source of profit, which is the driving force behind capitalist production, is the unpaid labour of workers. So for Marx, exploitation forms the foundation of the capitalist system. As exploitation is at the root of capitalism, it follows that the only way to do away with exploitation is to achieve an entirely different society- i.e. socialism, a society in which there is no tiny minority at the top that rules. **EXPLOITATION** is not unique to capitalism. It has been a feature of all class societies, which are divided into two main classes, an exploited class that produces the wealth and an exploiter class that expropriates it. According to Marx's analysis, unlike machinery, raw materials and otherinanimate inputs which pass on their value to the product but create no new value, labour-power is a "special commodity...whose use-value possesses the peculiar property of being a source of value." In other words, workers produce new value contained in the final product, which belongs to the capitalist. The crucial point is that the cost of wages or labor-power depends on factors completely independent of the actual value produced by workers during the labor process. This difference is the source of "surplus value," or profit. In order to understand this, let us assume that a worker is able to produce a new value in

four hours that is equivalent to the value of their labor-power for the day--to, say, $100 in wages. Marx called this "necessary labor," because it is the amount of labor required to replace the wages paid by the capitalist. If it was a matter of "a fair day's pay for a fair day's work," workers ought to be able to go home after four hours of labor. But, the worker, in order to receive a wage equivalent to the value they produce in four hours, is forced by the capitalist to work longer--a total of, in our example, eight hours. The value created during the additional four hours, embodied in the products produced by the worker during that time, is what Marx called **"surplus value"**. When this surplus product is sold, the capitalist pockets then proceeds--this, according to Marx, is the secret to the source of profits.Most importantly, Marx's theory of exploitation reveals that because the source of capitalists' wealth is the unpaid labor of workers, the interests of workers and capitalists--like slave and master or serf and lord before them--are diametrically opposed and are impossible to reconcile. The two will always come into conflict since capitalists can only increase their share of the wealth at the expense of workers, and vice versa. According to Marx, only when workers control the means of production for their own benefit can exploitation be abolished.

In India, before independence the exploitation of man in the form of bonded labour was prevalent. But at present, due to its legislative abolition,the face of bonded labour has changed into unregulated labours but the magnitude of atrocities against these ill - fated persons is still the same or it has increased certainly. Earlier the bonded labour system which was found mostly among agricultural labourers has now extended itself to workers in unregulated sectors such as stone quarries, brick kilns, bidi factories, glass factories and in detergent, carpet, gem stones and many other factories. They still occupy the lowest rung of the social ladder and their socio economic condition is very miserable and pitiable.

The Labour Investigation Committee, 1946 gave the definition of “Unregulated Industries” in the following words- “The term Unregulated Industries includes those industries which are not subject to any legal regulations or subject only to nominal regulations in respect of one or two matters. “But, this definition does not give a comprehensive definition of cottage and small scale industries. They are a conglomeration of industries with varying levels of investment, technology, scales of production and forms of organization. The Indian Fiscal Commission (1949-50) in its report tried to distinguish between cottage and small scale industries. A Cottage Industry is carried on primarily with the help of family members, either as a whole or part of

occupation. On the other hand, the small scale industry is mainly operated with the help of hired labourers.

Many legislative measures were adopted by western nations in the later part of nineteenth century and the first half of the twentieth century to safeguard the interests and privileges of workers, but their condition became deplorable day by day. The problem was not only economical but its tentacles were also impacting the social arena of workers. Problems of wages, industrial peace, strikes and lockouts, industrial housing, health and efficiency of workers and unemployment etc. were confronting the nation as well as social reformers. Few legislative measures were also adopted by India to safeguard the interest of workers. For instance, **Article 23** forbids forced labour; **Article 24** forbids child labour (in factories, mines and other hazardous occupations) below the age of 14 years. The **Article 43A** inserted during **42nd amendment** directs the state to ensure worker's participation in management of industries.

In this direction, the labour laws emerged when the employers tried to restrict the power of Worker's organisations and keep the labour costs low. The workers began demanding better conditions and the Right to Organise to improve their standard of living. The **history of labour law** concerns a way of regulating and improving the life of people at work. As **England** was the first country to industrialise, it was also the first to face the often appalling consequences of capitalist exploitation in a totally unregulated and laissez-faire economic framework. Over the course of the late 18th and to the early mid-19th century the foundation of modern labour law was slowly laid, as some of the more egregious aspects of working conditions were steadily ameliorated through legislation. This was largely achieved through the concerted pressure from social reformers, notably **Anthony Ashley-Cooper**, 7th Earl of Shaftesbury, and others. In 1784, a serious outbreak of fever in cotton mills near Manchester drew widespread public opinion against the use of children in dangerous conditions. A local inquiry presided over by **Dr. Thomas Percival**, and the resulting report recommended the limitation of children's working hours. In 1802, the first major piece of labour legislation was passed - **the Health and Morals of Apprentices Act.** This was the first, albeit modest, step towards the protection of labour. It targeted the deficiencies of the apprentice system, under which large numbers of pauper children were worked in cotton and woolen mills without education, for excessive hours, under awful conditions. The Act limited working hours to twelve a day and abolished the night work.

The history of labour legislation in India can be traced back to the history of colonialism. In the beginning it was very difficult to get enough regular Indian workers to run British

establishments and hence laws for chartering workers became necessary. This was obviously Labour legislation to protect the interest of British employers.**The factories Act** was first introduced in 1883 as the British Parliament was pressurized by the textile moguls of Manchester andLancashire. Thus we received the first stipulation of eight hours work, the abolition of child labour and Restriction of Women in night Employment and the introduction of **"Overtime Wages"** for work beyond eight hours. After Independence on 15 Aug 1947, the native government enacted many labour laws for the welfare of workers and these laws are placed in the concurrent list. There are approximately 144 Central and State laws, most or all of which seek compliance from industries.The important laws pertaining to industrial relations are appended below:

Employee State Insurance Act- ESI Card is issued for insuring worker against any accident at work; 'Employees Provident Fund and Miscellaneous Provisions Act (EPFMPA) - This is mandatory for the any establishment which employees more than 20 people. The provident fund is paid partly by employee's wage which is approximately 12% and the equal amount is paid by the employer; Factories Act 1948 - The **Factories Act 1948** was an Act of Parliament passed in the United Kingdom by the Labour government of Clement Attlee. It was passed with the intention of safeguarding the health of workers. Under the legislation, young persons under the age of eighteen became subject to medical examination not only on entry to the place of work, but annually thereafter. Certificates of fitness were also made a requirement for young people employed in the loading, unloading and coaling of ships and other kinds of work in ships on harbour or wet dock, engineering construction and building operations as well as for factory employees; Child labour (Prohibition and Regulation)Act- This prohibits children below the age of 14 to work in hazardous jobs; Industrial Dispute Act – The industries employing more than 100 people cannot terminate employment before the approval of government. Minimum wages Act - The **Minimum Wages Act 1948** is an Act of Parliament concerning Indian labour law that sets the minimum wages and it must be paid to skilled and unskilled workers. A minimum wage is such a wage that it not only guarantees bare subsistence and preserves efficiency but also provides for education, medical requirements and some level of comfort. India introduced the Minimum Wages Act in 1948,giving both the Central government and State government jurisdiction in fixing wages. The act is legally non-binding, but statutory; Bonded labour system (Abolition) Act – This act prohibits the system of bonded labour which is still prevalent in some businesses like Brick Kilns, where one-time payment was made by employer to supplier or leader of group and whole season's or year's services of labour was taken; Contract Labour

(Regulation and Abolition) Act, 1970- Contract labour is indirectly employed by an establishment through a contractor or agency. So their relation with principal organization becomes ambiguous. They are generally discriminated against direct employees in terms of wages, job security and status etc. This act attempts to abolish it in certain circumstances and to bring them at par with direct employees; Apprentices Act 1961- The Apprentices Act, 1961 was enacted to regulate and control the programme of training of apprentices and for matters connected therewith. The term 'apprentice' means "a person who is undergoing apprenticeship training in pursuance of a contract of apprenticeship".

In addition ministry of labour at Centre is also operating with four attached offices, 10 subordinate offices, 4 autonomous organisations and adjudication bodies and arbitrary body. The important Offices working under the subordination of Ministry of Labour are Office of the Chief Labour Commissioner- It is an attached office and also known as Central Industrial Relations Machinery which is responsible for handling industrial disputes and implementation of laws for which it is responsible; Labour Bureau-Collection, compilation and dissemination of labour statistics and maintenance of working class consumer price index numbers (WC- CPI) for selected centres and all India basis for industrial workers, construction of CPI numbers for agricultural and rural workers, maintenance of up to date data related to working conditions of industrial workers;Employee State Insurance Corporation- Autonomous Statutory Organization- The Organisation administers various benefits under the ESI Act, for instance, sickness benefit, maternity benefit, dependents' expenses, funeral benefit and medical benefit. The medical benefit has been made available to the family members of the insured employees; Employee Provident Fund Organisation- Autonomous Statutory Organisation-Administers various schemes under Employees Provident Fund and Miscellaneous provisions Act. There are schemes like – Employee Provident Fund Scheme, Employee Deposit Linked Insurance Scheme and Pension Scheme etc.Industrial Tribunal Cum Labour Court: They operate to adjudicate under Industrial Disputes Act; Board Of Arbitration-Is there to mediate between the Central Government and its employees.

Although, due to formulation and implementation of various schemes and legislative measures adopted by our nation, the conditions of workers in the organized sector improved a lot. But if we look at the condition of workers in unorganized sector which comprises of small scale, cottage and house hold industries then we come to know that it is getting neglected and inthe immediate need of attention and action of government, political leaders and social

reformers. In unorganized and unregulated sector the work is carried out at home generally with the family members or in small rented portion with the help of casual or contract workers. India has about 85-90% of the work force employed in the informal sector. The huge majority of work force gets no formal training which in turn results in low productivity and low value addition.

There are many controversies on the concept of unorganized sector. It is sometimes described as the sector which is not recorded under any factory legislation. The term 'informal sector' was first coined by Hart. He describes the informal sector as that part of the urban labor force which falls outside the organized labor market. National Sample and Survey (NSS) framework has defined that the unorganized manufacturing sector includes all manufacturing enterprises except: those registered under section 2m-(i) and 2m(ii) of factories Act, 1948. And bidi and cigar workers (conditions of employment) Act, 1966; those run by government/ Public Sector Enterprises.

Despite many problems the unorganized sector is of great relevance because it has a huge potential for job creation. The aggregate manufacturing Gross State Domestic Product (GSDP) of all states and UTs is distributed between (unregistered) sectors. There has been a high correlation in the existence of organized and unorganized industry. It has been found in the studies conducted by National Sample Survey Organization (NSSO) that along with organized manufacturing in the country, the unorganized sector also covers a big share which shows that unorganized industry generally coexists with the organized industry. Uttar Pradesh comes under top five states which has high share in manufacturing Gross State Domestic Product (GSDP). Andhra Pradesh, Maharashtra, Tamil Nadu, Uttar Pradesh, West Bengal are the five states in India that accounts for 55% of the nation-wide employment in unorganized manufacturing (T.S Papola et al).

The identification of workers in the unorganized sector cannot be defined but could be described as those who have not been able to organize in the pursuits of common objective due to constraints such as-

(a) Casual nature of unemployment.
(b) Unawareness, illiteracy or ignorance.
(c) Low capital investment due to small size of establishment.
(d) Scattered nature of establishment.

Unregulated Industries in Aligarh District of Western Uttar Pradesh:

In Aligarh district of Western Uttar Pradesh region, the small scale and cottage industries have played a very vital role in providing employment opportunities to the many as well as in increasing the production. In terms of number these industries have always exceeded in comparison to Large Scale Industries and more than 50% workers of the district are employed in these small scale and cottage industries. The investment of capital in these industries is also very less.

The economic set up of the district is based on the small scale and cottage industries. The main small scale industries are lock industry, furniture, shoe making, electric fittings,knives and cutlery, Dari and carpets etc. More than 12 lakhs workers earn their livelihood from these industries. Besides industries based on agriculture, forests and cattle wealth are also being run on small scale and cottage bases. The corporate sector such as a large sugar mill also provides sizeable amount of employment to the labourers. Besides employment generation, the progress in loan disbursement programme and other scheme has also been very much promising. With the passage of time and rapid growth of industrialization in Aligarh district and the adjoining areas, other industries such as Painting and Publishing industry is also blossoming mainly due to larger number of schools, colleges and the existence of the Aligarh Muslim University.

Table 1: Industries in Aligarh District

SL. No.	Head	Particular
01.	Registered Industrial Unit	9898
02.	Total Industrial Unit	12000
03.	Registered medium and large unit	22
04.	Estimated average no. of daily worker employed in small scale industries	5
05.	Employment in large and medium industries	350
06.	No. of industrial area	5
07.	Turnover of small scale industries (in Lacs)	250.00
08.	Turnover of medium and large scale industries (in Lacs)	1250.00

Source: District Industries Centre Aligarh

Statement of the problem:

India's workforce comprises of about 92 % in the unorganised segment, with the entire farm sector falling under the informal category, while only one fifth of the non-farm workers are found in the organized segment. Estimates suggest that in the non-farm sectors, as we move up the income ladder, the share of the informal sector gradually declines. However, as far as the agricultural sector is concerned, irrespective of economic class, the share of the unorganised workforce remains flat. Further analysis reveals that the coverage of social security schemes has been extremely sparse among the economically and socially vulnerable sections. The pro-rich, pro capital policy of the present regime is reflected in the recent downward revision of the interest rate to the subscribers of provident fund. Further, the move towards defined contributory schemes of pension funds is fraught with danger. Therefore, we argue that given the poor affordability and lack of an institutional mechanism, any design of social security that relies heavily on a contributory basis is bound to fail dismally.

Significance of the study:

In our country the unorganised sector occupies around half of the GDP and the unorganised workers covers almost 90% of the national labour force. This sector is characterized by seasonal employment (in agricultural sector), contractual work, no social security and welfare legislations, no rights and minimum wages. Lack of skill and education, new openings in organized sector, deficient work quality, and unawareness of legal rights draws the labour into the available vortex of the unorganised sector. In this field, they face many difficulties like poor health conditions, harassment at work, substandard working life, inadequate and unequal wages, poor housing facilities, long working hours, lack of safety measures, atrocities on women workers and no proper education of worker's children. Labour is not only a factor of production but it has human aspect also with some feelings and enthusiasm of his own. He wants an economic security, prestige and an opportunity for self-advance. The intervention of both central and state government in order to improve the working and living conditions of these labour is very much

required at the legal as well as the policy level. The welfare measures are very important both for the employees and the employers and some of them are as under:

1. Educational facilities, sports, entertainment etc. have the beneficial effects on the sentimental atmosphere in the factory as well as for the maintenance of industrial peace.
2. Better housing co-operative societies, canteens, sickness and maternity benefits, provident funds, gratuities and pensions etc. create a feeling of belongingness among the workers that they have a stake in the industry.
3. There is the social advantage even apart from the humanitarian value. Welfare work would increase the production efficiency of the workers and would also inculcate a spirit of realization and consciousness.

Review of the literature:

Breman, J. (1999), "The study of industrial labour in post-colonial India—the informal sector: A concluding review", Contributions to Indian Sociology.

Breman (1999) has given attributes that why less study has been done on this unorganized manufacturing sector. The reasons are: lack of knowledge regarding the lower level of the urban economy, lack of affinity with methods of research that could increase that knowledge.

Mazid Abdul (2000) "Legal protection to unorganised labour".

The author has attempted to define the meaning of unorganised labour system which is in the existence in one form or the other in Indian Society. The study of this book also throws the light on the historical evolution of unorganised labour system.

Kulshreshta A.C., and Singh G., (2001)"Informal sector in India: its coverage and contributions",

The above article has analysed that India's manufacturing sector has a large unorganized component (comprised of units with less than 10 employees using power and those units with 10 to 19 employees not using electric power) employing about 3/4th of the manufacturing workforce and contributing 17% of the total National Domestic Product (NDP) of the unorganized non-agricultural sector.

Unni (2001), "Economic reforms and productivity trends in Indian manufacturing", Economic and Political Weekly.

Kundu A. and Sharma A.N., (2001)"Informal Sector in India: Perspectives and Policies, IHD, New Delhi.

The above article has focussed on the need for a research in unorganized sector and has found that there has been a decline in Total factor Productivity (TFP) in both the organized as well as unorganized sector for the period under study. Also, positive labor and capital productivity in the unorganized sector during late 80's is observed.

Thomas J.J. (2002)A review of Indian manufacturing

The above article has explored that the unorganized manufacturing sector has a growth rate of 9.3% in the 1990's which shows that it is a fast growing segment of India's domestic economy.

Kalirajan K. and Bhide S. (2004), "The post-reform performance of the manufacturing sector in India", Asian Economic Papers

This paper has explained that the two reasons for the rapid growth of unorganized manufacturing sectors are: urbanization and rural to urban migration. It was observed that in the post 1997-98 period, output in the organized sector has grown at a slower rate than in organized manufacturing. The reasons are the emergence of flexible production systems and substantial increase in outsourcing by the unorganized sector. There is a need to study the size, structure and performance of unorganized manufacturing sector in India.

DevS. Mahendra (2005) "Social security for unorganized workers"

This study has analysed that after fulfilling the scheme of NREGS (National Rural Employment Guarantee Scheme), the then ruling government in the centre i.e. United Progressive Alliance looked for social security for the unorganised sector.The National Common Minimum Programme (NCPM) being initiated by the government firmly showed its commitment of ensuring welfare and well-being of workers especially those involved in the unorganised sector constituting about 93% of the workforce. The workers involved in the unorganised sector of economy have a very pitiable working environment including very low wages and small social

security protection. It has been realized that the workers in the unorganised sector are in dire need of help by the state in times of insecurity and also in ensuring the benefits from the post liberalisation economic growth process.

Gupta Meenakshi (2007) "Labour welfare and Social security in Unorganised Sector**"**

The study of this book enlightened the concept of social security and emphasized that social security is a very important aspect of social protection. In our modern society, social security is important tool to strike at the root of poverty, unemployment and disease.

Md. Akram (2009) "Occupational Disease and public health concerns of migrant construction workers: A socio Epidemiological Study in Western Uttar Pradesh"

The above research paper has analysed the health hazards in unorganised workers who are involved in the construction industry and emphasized that the condition is worse in case of migrant construction workers (MCWs)because of their very poor standard of living and the working environment. This has made a cross sectional study of occupational diseases, their treatment and other public health concerns of MCWs in urban sectors of Aligarh city of Western Uttar Pradesh region. It uses semi structured interview schedule and ethnographic observation during the fieldwork. The findings of this study has shown that in most of the construction sites, the public health facilities are missing and the data showing the injury and disease reporting of MCWs is very disappointing. The factors which added the burden of occupation diseases in migrant workers are lack of basic health facilities, unhygienic living and working condition as well as their migratory condition. The government both at the central as well as at the State level should make corrective measures in order to remove the economic and social disparity so that the magnitude and direction of unproductive migration is regulated and the condition of these workers may get improved.

Padhi P.K. (2010) "Child Labour: Yesterday, Today & Tomorrow".

This paper has analysed the future of child labour in every country, either developing of developed. It is an open secret that future progress and prosperity of any nation depends upon the quality and talents of the young children. They are the property of the country and need special care and protection so that they can become healthy and efficient adults. Well- developed children of today, educationally or physically, mean efficient and responsible citizens of tomorrow. Therefore, the problem of child labour in India and the need to protect their rights and status is a very important issue and deserves more attention and consideration by one and all. It is

not only the problem of the individual members of society and industry but also of the whole nation. The issue of child labour should be considered as a part of the general problem of human welfare.

Garg Neeru (2012), "Liberalization and gender discrimination in informal sector",

In this article the author has found that women are mainly occupied in unpaid and part-time jobs and their share in hired workers and full time jobs is very low. Poverty can be tackled by providing opportunities of productive employment to women. In unorganized manufacturing sector of India 'feminization of part-time jobs can be associated with urbanization of female workers. Also, among three types of enterprises, DMEs follow the least discriminating practices among men and women workers. It was suggested that 'true and just' development can be achieved only when half of the world's population is recognized as equivalent to the other half.

Ahmad Ayaz (2012) "Poverty, Education and Child Labour in Aligarh"

The above study on poverty, education and child labour of Aligarh analysed that the basic factor behind child labour is poverty and it is found in almost every informal sector of economy. The small children who should have their presence in schools are found working in workshops and small factories, dhabas and restaurants, on the streets as well as domestic servants. As they are being deprived of their basic right of education, therefore the world of prospects, possibilities and opportunities are totally closed for them and it is very much clear that their future is in utter darkness.

Parveen Shabnam (2014) "Women workers in unorganized sector: Case study of Aligarh City"

The above study on women workers in unorganised sector of Aligarh Districtof Western Uttar Pradesh region has tried to analyse and investigate their problems which include the nature, quality of employment and labour market characteristics. These workers work in the most deplorable, pitiable and disgraceful conditions. It includes long working hours, minimal wages as well as insecure jobs with no security benefits etc.

Khan Jabir Hasan (2015) "Poverty, Education and Child Labour in Aligarh"

The socio economic conditions of construction workers and their compelling reasons for this profession has been analysed by this research paper. Because of this type of profession, the health hazards, other problems and their remedial measures have been taken into account. The

analysis shows that despite being the weaker section of society and living in the abysmal conditions, the construction workers are playing an important role in the infrastructural development of Aligarh city.More than 50 % the construction workers are illiterate and around 75 % of them are married. Working on the daily wage of only Rs. 200/- to Rs. 250/- they work for more than eight hours on contract basis. The government schemes which are being formulated and implemented for their welfare are also unknown to them. In addition, their accessibility to basic amenities and infrastructural facilities is also very poor.

Objectives:

The main objectives of this study are appended below:

1. To study the socio economic conditions of unregulated workersin unorganised sector of Aligarh District.
2. To study the level of health and living standards of workers in unorganised sector.
3. To find out the challenges of job security of workers in unorganised sector.
4. Impact of Government policies on worker's life and creation of job in terms of his improvement of living status.

Hypothesis:

1. Low wage given by the owner forces the worker to have a poor socio economic condition as he is incapable of meeting his basic requirements and amenities.
2. Working in unhygienic conditions for long hours and lack of medical facilities has posed a serious threat on the health of workers.
3. Lack of infrastructure in rural areas, unawareness and improper regulation of labour lawhasposed a serious threat on the job security of workers and their exploitation is increasing day by day.
4. Inadequate creation of new job opportunities due to ineffective implementation of Government policies has forced the workers to lead a menial life.

Research Design:

The research design is a strategy or blueprint that plans the action to carry out through the research project data and it involves a series of rational decision making choices depending upon the various options available to the researcher.

For this topic, the research design will be used ExplanatoryandExploratory method of research design.

Area of the study:

Aligarh District is located in the Northern Indian state of Uttar Pradesh covering a total area of 5019 Sq Kms. It lies 126 miles (203 km)) northwest of Kanpur and is approximately 90 miles (140 km) southeast of the national capital, New Delhi. Notable as the seat of Aligarh Muslim University, Aligarh is one of the largest cities in Uttar Pradesh as well as the 55th largest city in India. According to the 2011 census, Aligarh district has a population of 36, 73,889, with population density of 1007 persons per sq km. Its population growth rate over the decade 2001-11 was 2.78%. Aligarh has a sex ratio of 882 females per 1000 males and a literacy rate of 67.52%.

Universe and Sample:

A sample is a finite part of a statistical population whose properties are studied to gain information about the whole (Webster, 1985). When dealing with people, it can be defined as a set of respondents (people) selected from a larger population for the purpose of a survey.

The whole Aligarh district will constitute the universe of study.Around 2115 unskilled labours are working in unregulated sector and 18 % unskilled labourers (both male & female) will be selected bypurposive sampling.

Sources of Data:

Both Primary as well as Secondary data will be used.

Primary data will be conducted from Questionnaire Schedule and Case Study.

Secondary data will be conducted from books, research books, journals, e- journals, e- libraries, newspapers, magazines and Census survey Report.

Tools of Data Collection:

Schedule will be used for the collection of primary data. The interview schedule will be divided into five parts – (i) Part will comprise questions concerning the biography of workers in unregulated industries in Aligarh District. (ii) Part will comprise questions concerning the social and economic status of workers in unregulated industries in Aligarh District. (iii) Part will comprise questions contributing to the socio economic problems of workers in unregulated industries in Aligarh District. (iv) Part will comprise questions concerning the gap between policy formulation and its implementation. (v) Part will comprise questions concerning the suitable measures for the better implementation of ongoing progress.

Statistical method:

Chi-Square or SPSS, Graphical and Tabulation method will be used.

(Tentative chapter scheme)

The proposed chapters are tentative.

1. **Introduction**
   (a) Context
   (b) Statement of the problem
   (c) Significance of the study
   (d) Theoretical Analysis of the study
   (e) Review of Literature
2. **Research Methodology**
   (a)Objectives of the study
   (b)Hypothesis of the study
   (c) Research Design
   (d) Tools and data collection
   (e) Techniques &Statistical Methods
   (f) Universe and Sample
   (g) Tabulation and Data Analysis
3. **Study on the socio- economic conditions of unregulated workers.**
4. **Study on the level of health and living standard of workers.**
5. **Study on the challenges of job security of workers.**
6. **Study on the impact of Government policies in improving worker's life.**
7. **Case Study.**
8. **Findings and results.**
9. **Suggestions and recommendations.**
10. **Conclusion.**
11. **References.**

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